

## **Minutes of the Personnel Committee**

**Tuesday, June 7, 2005**

Chair Paulson called the meeting to order at 1:00 p.m.

**Present:** Supervisors Duane Paulson (Chair), Tom Bullermann, Rob Hutton, and Bonnie Morris. Bob Thelen arrived at 1:04 p.m. and Genia Bruce arrived at 1:20 p.m. **Absent:** Jeff Morris.

**Also Present:** Legislative Policy Advisor Dave Krahn, Chief of Staff Lee Esler, County Board Supervisor Rodell Singert, Senior Risk Management Analyst Jeff Newcomb, Senior Financial Analyst Andy Thelke, Labor Relations Manager Jim Richter, and Principal Human Resources Analyst Terri Sgarlata-Lutz.

### **Approve Minutes of 5-3-05**

MOTION: Bullermann moved, second by Morris to approve the minutes of May 3<sup>rd</sup>. Motion carried 4-0.

### **Schedule Next Meeting Dates**

Paulson said the next Personnel Committee meeting was scheduled for Tuesday, June 21<sup>st</sup>. B. Morris said she would not be able to attend that meeting.

### **Chair's Executive Committee Report of 6-6-05**

Paulson advised of the following issues discussed at yesterday's Executive committee meeting.

- Heard updates on Public Works Department capital projects.
- Discussed strategy to obtain unified local support for a west Waukesha bypass under state highway jurisdiction.

Thelen arrived at 1:04 p.m.

- Heard the Waukesha County Economic Development Corporation's (WCEDC) quarterly report.
- Heard the Waukesha County Federated Library's 2004 annual report and discussed goals and objectives of the Act 150 Library Commission.

### **Legislative Update**

On a personnel-related note, Krahn said the bill that would give county correctional officers protective service status for the Wisconsin Retirement System has again been introduced. The bill was reported out of the Corrections & Courts Committee and now goes to the Joint Survey Committee for the Retirement System. Krahn said it's likely the bill won't go anywhere from there and ultimately it will die. Krahn advised that earlier this year, Senator Kanavas introduced a bill that mandates payment of litigation expenses. The Assembly Bill had a hearing and a hearing is scheduled for the Senate Bill on Thursday. Neither bill has been voted out of committee.

### **1<sup>st</sup> Quarter Status Report on Worker's Compensation Claims**

Newcomb discussed his report entitled "Waukesha County Worker's Compensation 2001-2005

Claims History Summery” as outlined. During the 1<sup>st</sup> quarter of 2005, a total of 31 claims were opened and by the end of that quarter, 30 remained open. The total incurred by quarter-end was \$72,903. Since January of 2001, a total of 479 claims have opened and 39 remained open. The total incurred was \$1,595,193.

Bruce arrived at 1:20 p.m.

Newcomb went on to highlight some of the larger claims that had opened and closed.

### **Preliminary Discussion on Establishing Salaries for Elected Officials**

Copies of draft ordinances entitled “Establish Salary for County Board Chairperson” and “Establish Salary for County Board Supervisor” were distributed for review. The ordinances establish across-the-board salary increases of 1.75% for 2006 and 2.75% for 2007. These proposed increases are comparable to the increases given to Waukesha County non-represented employees in 2004 (an average of 1.75%) and in 2005 (an average of 2.75%)

The draft ordinance for the chairperson states the following: “Effective the first pay period following the third Tuesday in April 2006, the salary for the County Board Chairperson shall be increased from \$2,031.58 bi-weekly to \$2,067.13. Effective the first pay period following the third Tuesday in April 2007, the salary for the County Board Chairperson shall be increased from \$2,067.13 bi-weekly to \$2,123.98.”

The draft ordinance for supervisors states the following: “Effective the first pay period following the third Tuesday in April 2006, the salary for County Board Supervisors shall be increased from \$350.81 bi-weekly to \$356.95. Effective the first pay period following the third Tuesday in April 2007, the salary for County Board Supervisors shall be increased from \$356.95 bi-weekly to \$366.77.”

Paulson advised this was last addressed in 2001 at which time the County Board did not approve any increases for the County Board Chairperson or County Board Supervisors. Esler, who drafted the ordinances, explained them as outlined and gave history. Esler said he unilaterally decided to separate the chairperson from the supervisors thereby creating two different ordinances. Singert asked that annual salary figures be listed in the ordinances.

Bullermann did not support a salary increase for supervisors but did support one for the chairperson. He felt a higher increase for the chairperson than what’s being proposed was warranted primarily because it’s full-time with a variety of responsibilities and one has to basically give up a previous job to hold the position of chairperson. He suggested 3% for 2006 and 3% for 2007. Bullermann spoke of poor public perception with regards to increases for supervisors.

B. Morris agreed with Bullermann with regards to 3% and 3% for the chairperson but she also supported increases for supervisors. She noted that supervisors haven’t had a salary increase in four years and the proposed increases are very minor monetarily. She felt committee chairs typically put in a lot of work and their salary is paltry. They deserve an increase.

Thelen spoke briefly in support of salary increases.

Bruce also supported 3% and 3% for the chairperson but was concerned it would be defeated on the board floor due to the higher percentages thus awarding no increase at all.

Hutton supported freezing salaries for the chairperson and the supervisors, primarily due to the current local and state economies.

In response to Paulson's question, Esler said the 2006 salaries for Waukesha County's elected officials are as follows: County Clerk - \$63,263; Clerk of Courts- \$64,195; Register of Deeds - \$62,370; Treasurer - \$61,540; and County Board Chairperson - \$52,821.

For the chairperson's salary, Paulson suggested using the proposed but defeated increases from 2001, adding in 2002-2005 and adjusting the rates accordingly. Other committee members concurred. Esler said he would make the changes to the ordinance for the chairperson and both would be discussed further and considered by this committee at their June 21<sup>st</sup> meeting.

### **Closed Session**

MOTION: Bullemann moved, second by Thelen to go into closed session at 2:16 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues, and to approve the closed session minutes of previous meeting(s). Motion carried 6-0.

MOTION: Thelen moved, second by B. Morris to return to open session at 2:41 p.m. Motion carried 6-0.

MOTION: Bruce moved, second by Hutton to adjourn at 2:41 p.m. Motion carried 6-0.

Recorded by Mary Pedersen, Legislative Associate, County Board Office.

Respectfully submitted,

Bonnie J. Morris  
Secretary